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COMMISSION ON HUMAN RIGHTS

Sub-Commission on Prevention of
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of Minorities
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REVIEW OF FURTHER DEVELOPMENTS IN FIELDS WITH WHICH THE SUB-COMMISSION HAS BEEN OR MAY BE CONCERNED

Memorandum submitted by the International Labour Office

Ratification of conventions

1. Since the previous session of the Sub-Commission, there has been a large number of further ratifications of ILO conventions on subjects relating to the concerns of the Sub-Commission. This has partly been the result of a campaign, launched by the Director-General of the ILO following the World Summit for Social Development (Copenhagen, March 1995), for the universal ratification of the seven ILO fundamental human rights conventions (Nos. 29 and 105, 87 and 98, 100 and 111, and 138). This campaign consists of sending letters addressed directly to non-ratifying States - the last such letter was sent in December 1996 - asking for consideration of the ratification position. They are followed up with contacts in the various member States by the ILO Area Offices and multi-disciplinary teams in the field, as well as with offers of assistance in overcoming obstacles to ratification. The following summarizes the ratifications (or in some cases, confirmation of obligations previously applicable) of those among the 180 ILO conventions which are of special relevance for human rights.

Convention	Total ratifications	Since last report
Forced labour		
No. 29	143	Botswana Georgia South Africa The former Yugoslav Republic of Macedonia Turkmenistan
No. 105	119	Albania Botswana Croatia Czech Republic Georgia Mauritania South Africa Turkmenistan United Arab Emirates
Discrimination		
No. 100	129	Botswana Estonia Georgia The former Yugoslav Republic of Macedonia Trinidad and Tobago Turkmenistan United Arab Emirates
No. 111	126	Albania Botswana Georgia Republic of Moldova South Africa The former Yugoslav Republic of Macedonia Turkmenistan
No. 156	25	-
Freedom of association		
No. 87	120	Republic of Moldova Mozambique The former Yugoslav Republic of Macedonia Turkmenistan Zambia

Convention	Total ratifications	Since last report
No. 98	134	Georgia Mozambique Nepal Republic of Moldova Suriname Turkmenistan Zambia
Migrant workers		
No. 97	40	-
No. 143	17	-
Indigenous and tribal peoples		
No. 107	27	No longer open for ratification
No. 169	10	-
Minimum age		
No. 138	50	Botswana Cyprus Georgia Nepal The former Yugoslav Republic of Macedonia
Vocational rehabilitation		
No. 159	58	Bolivia Cuba

2. In addition, as outlined in reports to the Governing Body on this campaign, there is a large number of other ratifications either already under way or being examined by the competent national authorities. The ratification campaign focuses on conventions Nos. 29, 87, 98, 100, 105, 111 and 138. In the two years since the campaign was launched, more than 50 ratifications of these Conventions have been registered.

Application of conventions

3. Within the framework of the regular programme for the supervision of ILO Conventions and Recommendations, the Committee of Experts on the Application of Conventions and Recommendations addressed a number of comments to ratifying States at its November-December 1996 session, which are contained in its

report to the 85th Session of the International Labour Conference. 1/ This report will in turn be discussed by the Conference Committee on the Application of Conventions and Recommendations, which during previous sessions has invited a number of Governments to appear before it so as to give information on points raised by the Committee of Experts.

Adoption of new standards

4. At its 83rd Session (June 1996), the International Labour Conference adopted the Homework Convention (No. 177) and Recommendation (No. 184), and during its 84th (Maritime) Session, the International Labour Conference adopted the Labour Inspection (Seafarers) Convention (No. 178) and Recommendation (No. 185); the Recruitment and Placement of Seafarers Convention (No. 179) and Recommendation (No. 186); the Seafarers' Hours of Work and the Manning of Ships Convention (No. 180) and the Seafarers' Wages, Hours of Work and the Manning of Ships Recommendation (No. 187); and the Protocol of 1996 to the Merchant Shipping (Minimum Standards) Convention, 1976.

Situation of Arab workers of the occupied Arab territories

5. Since 1978, ILO has been monitoring the situation of Palestinian workers and has consistently maintained that it can best serve their interests and those of Palestinian employers through the provision of adequate and appropriate technical assistance. The complex and sensitive environment that affected the occupied Arab territories during the past three decades prevented the realization of this objective. The developments that ensued following the signing of the 1993 Oslo Agreement, and subsequent agreements, appeared to herald the start of a new era of cooperation, and therefore a climate propitious to the future role of ILO in these territories. The Director-General's 1997 report on the situation of workers of the occupied Arab territories - the twentieth of its kind - plots this transition situation, examines conditions of work, freedom of association and labour relations as well as the economy and labour market, and then summarizes ILO technical cooperation efforts. It concludes that recent events, during and since the ILO mission to the territories, are a stark reminder of just how fragile and volatile the situation still is. The report appeared in an appendix to the Report of the Director-General submitted to the International Labour Conference at its 85th Session, in June 1997.

6. The report was based on information collected during the 21 February-5 March 1997 mission which the Director-General sent to Israel and the occupied Arab territories with a view to analysing the situation of Arab workers there. As had occurred in past years, the mission was preceded by a short preparatory mission to the Syrian Arab Republic in order to hold consultations with government authorities, and with employers'

1/ International Labour Conference, 85th Session, 1997: Report III (Part 1A): Report of the Committee of Experts on the Application of Conventions and Recommendations. Copies of the Committee's annual report are regularly furnished to the Centre for Human Rights and are available on request for members of the Sub-Commission.

and workers' organizations. In the light of the recent political developments and in the context of harsh economic circumstances characterized by the continuing partial or total closure of the territories by the Israeli authorities, the report suggested that other ways could be found to deal with the actions which often motivate the closures.

7. The report considered the various aspects of equality of opportunity and treatment for workers of the occupied Arab territories, including education and training and employment opportunities, specific conditions of work such as the social insurance system, the situation in the Golan Heights, and, in particular, the effect on Arab workers and their families of increased establishment of Israeli settlements.

8. In the report, the Director-General pointed out that the ILO Governing Body recently agreed to give priority and to consolidate its assistance to the countries and territories directly involved in the developing peace process in the region. He concluded that he would do everything to enable ILO to make its contribution to that process, especially by strengthening the ability of the Palestinian Authority and the employers' and workers' organizations concerned to meet their most pressing economic and social needs. Specific efforts in this domain so far have concentrated on promoting full, productive and freely chosen employment, and consolidating national institutions and labour relations.

Women workers

9. The promotion of equality of opportunity and treatment for women and men in employment has been one of the priority themes in the ILO Programme and Budget for 1996-97: application of international labour conventions of special relevance to women workers, especially the Discrimination (Employment and Occupation) Conventions, 1958 (No. 111), the Equal Remuneration Convention, 1951 (No. 100) and the Workers with Family Responsibilities Convention, 1981 (No. 156); group mobilization for poverty alleviation and employment generation; promotion of gender equality in trade unions, including increased incorporation of women workers' concerns in collective bargaining; promotion of women in private-sector activities including small and micro enterprises; women in management; increased equal opportunity for women in vocational training and technical education; promoting harmony between work and family responsibilities; and social protection, especially of vulnerable groups of women, such as homeworkers, migrant women, women in transition economies, disabled women, women belonging to ethnic minorities, female heads of households, etc.

10. Even more intensive measures in the area of gender equality are envisaged in the 1998-99 biennium. The overall strategic objective is to further the integration of a gender perspective in all ILO programmes and projects and to promote equality of opportunity and treatment between men and women in the world of work. In addition to continuing action to mainstream women's needs and concerns into all of its activities, three key areas are being emphasized: productive employment and poverty eradication; social protection and working conditions; and international labour standards and normative action concerning women workers.

11. The Governing Body has approved a proposal for an international programme on women as a priority for technical cooperation. The International Programme on More and Better Jobs for Women will be the ILO contribution to the successful implementation of the Beijing Conference and the gender dimensions of the World Summit for Social Development (Copenhagen, 1995). It represents a concerted effort to reinforce the longstanding ILO priorities of promoting full, productive and remunerative employment with equality of opportunity and treatment, especially in the light of the endorsement given to these objectives by these two milestone international conferences. The immediate objectives of the Programme are: to enhance national capacities and strengthen legal and institutional frameworks for providing more and better jobs for women in the participating countries; and to sharpen global concern for women's employment issues and promote a comprehensive and integrated approach to improving the quantity and quality of employment for women, based on the systematic accumulation and dissemination of information and experiences between countries and regions. It will not duplicate or detract from the range of variously-funded activities being undertaken or planned both within the Office and with the social partners of ILO at the national, regional and international levels to promote equality of opportunity and treatment in the world of work, but will work in tandem with and enhance those activities.

12. The International Programme on More and Better Jobs for Women will also contribute to and benefit from the other international programmes of ILO. Special attention will be given to ensuring effective coordination and collaboration, especially in the efficient use of resources and joint activities. For example, there are plans for collaboration with the International Programme for the Elimination of Child Labour (IPEC) on the increasingly important issue of trafficking in and prostitution of women and children. The International Small Enterprise Programme and the Global Programme on Occupational Safety and Health and Environment will both have important implications for enhancing the quantity and quality of employment for women.

13. In addition to this international programme, the Office has assisted member States and social partners in their national follow-up efforts to the Beijing Conference by providing advisory services in defining priorities and appropriate strategies regarding employment matters. In a number of countries, seminars and workshops have been organized on topics of particular interest to the countries concerned. The results and recommendations emerging from these activities have contributed to strengthening the integration of labour-related issues in the national follow-up action plans, as well as sharing experiences among constituent members in different countries.

14. With regard to women workers' rights, a pilot project funded by the Government of the Netherlands, is being implemented in nine countries in the five regions. The project aims at disseminating information on women workers' rights and contributing to the improvement of equal opportunity and treatment for women workers by developing and implementing awareness-raising activities and training on women workers' rights. The project emphasizes active participation of the national constituents. Tripartite national steering committees have been set up in eight countries and a number of workshops

to train trainers have been conducted. National plans of action on the dissemination of information and training packages on women workers' rights are being developed and adapted to the national context.

15. Also within the framework of this Netherlands-funded project, training courses on gender issues in the world of work have been organized for ILO staff and constituents to enhance their capacity for gender analysis and gender planning and thereby better integrate gender concerns into all ILO programmes and projects. A number of such courses have been organized both at headquarters and in the regions, with encouraging results. These activities have increased the constituents' awareness of and commitment to gender issues, enhanced their capacity to integrate gender concerns in their action plans and strengthened the tripartite consensus on gender issues in the world of work. Training activities will continue to be organized in the future both at the technical and decision-making levels to further mainstream gender concerns in all ILO programmes and activities.

16. Within the UN system, the ILO was actively involved in the revision of the United Nations System-Wide Medium-Term Plan for the Advancement of Women (1996-2001) in the framework of the Platform for Action adopted by the Beijing Conference. The ILO also took an active part in the Subregional Conference of Senior Governmental Experts on the implementation of the Beijing Platform for Action in Central and Eastern Europe and made contributions both in financial and technical terms to the Arab Regional Conference on the follow-up to the Beijing Conference. The Office has played an active role and worked closely with the Division for the Advancement of Women, the Economic Commission for Europe and other intergovernmental organizations in a number of seminars and workshops to follow-up the Beijing Conference. It participates actively in the work of the United Nations treaty bodies which deal with the situation of women, inter alia.

17. The programmes and joint efforts of ILO with the constituents in the above-mentioned areas demonstrate that the elimination of discrimination and the promotion of gender equality in the world of work remains not only a challenging task, but one on which it is necessary to develop long-term comprehensive strategies and adopt coherent and integrated policies and approaches, especially at the national and local levels. ILO remains committed to the view that all actors of civil society have a role to play to improve women's situation so that they can fully participate in, and contribute to, social and economic development on an equal footing, and in partnership, with men.

Migrant workers

18. ILO activities relating to international migration for employment aim at providing support to migrant-sending and migrant-receiving countries in order to help them deal with current priority concerns, cooperate in the recruitment and return of migrant workers and improve the protection of migrant workers and members of their families. The promotion of the ILO standards concerning migrant workers is a prominent feature of all activities undertaken. The key concern of these standards is non-discrimination or equality of opportunity and treatment.

19. ILO activities have contributed significantly to the acceptance of the principle of equality of treatment for migrant workers and the elimination of discrimination against them. However, the situation of most migrant workers remains a matter of concern, particularly in those countries which have not yet ratified any of the relevant conventions and where national legislation and practice is often far from being consistent with the principles of ILO. The issue of migration for employment is becoming the focus of increased attention by ILO constituents. Apart from its ongoing activities related to international migration for employment, such as technical advisory services to migrant-sending countries in the field of setting up coherent emigration and return policies, ILO has engaged in several activities aimed explicitly at promoting the protection of migrant workers and reducing discrimination against them.

20. An ongoing international project, which was started in 1993, aims at helping ILO constituents to combat discrimination against migrants and ethnic minorities in the world of work. This project, which focuses on industrialized, migrant-receiving countries, aims at tackling informal or de facto discrimination. The objective of this project is to reduce discrimination by informing policy-makers, employers, workers and trainers engaged in anti-discrimination training on how legislative measures and training activities can be rendered more effective, based on an international comparison of the effectiveness of such measures and activities. Thus far, the project's research findings indicate that employment discrimination against migrants is widespread and routine, and that in many of the countries investigated, migrants stand as much as a one-in-three chance of being discriminated against at the stage of recruitment. Subsequent research points to the limited utility of much national legislation implemented with the aim of preventing such discrimination, as well as a distinct lack of adequate training for labour market gate-keepers. Proposals for improvements to these measures form part of the project's output, reported in a series of publications. The conclusions of the project will be drawn at national, regional and international seminars scheduled to take place throughout 1997 and 1998.

21. As decided by the Governing Body at its 267th session (November 1996), a Tripartite Meeting of Experts on Future ILO Activities in the Field of Migration was held in Geneva from 21 to 25 April 1997. The purpose of the meeting was to examine proposals critically and to come to some agreed solutions on these questions. Discussion was organized around three major themes: (a) the protection of workers engaged under temporary migration schemes; (b) the protection of workers from one country recruited by private agents for employment in another; and (c) pattern or practice studies of the exploitation of migrant workers not falling under convention-based procedures. The results of the meeting took the form of guidelines on these three subjects, aimed at inspiring national and international activities in these spheres, and the recommendations are to be submitted to the Governing Body.

Indigenous and tribal peoples

22. In January 1996, within the framework of the United Nations Decade of the World's Indigenous People, ILO initiated an inter-regional project to

promote Convention No. 169 on Indigenous and Tribal Peoples, and its policy implications. This project, implemented with the financial assistance of the Government of Denmark, has participated in training seminars, workshops, briefings and consultations on a number of issues such as land and natural resources, bilingual education, the impact of displacement on women, indigenous children, environment and development, etc., in order to increase understanding and awareness of the application of Convention No. 169. Project involvement has been at the request, and with the cooperation of, government authorities, indigenous and tribal peoples and their organizations, non-governmental actors and United Nations agencies. The geographical focus of the project are the regions of South and South-East Asia and Southern Africa, as little is known about the ILO and its work on indigenous and tribal peoples in these areas.

23. Further to the ratification of Convention No. 169 by Guatemala, ILO conducted early in 1997, at the request of the Ombudsman's office, extensive training for the concerned Ombudsman's headquarters' and field staff on the practical implications of the Convention. A radio programme elucidating the objectives and scope of Convention No. 169 was developed in cooperation with indigenous organizations in Costa Rica to disseminate knowledge of this instrument among indigenous communities in rural areas. This pilot project also included informative discussions on relevant national legislation and was broadcast in indigenous languages in order to increase both the outreach and the participation of the indigenous peoples themselves. It is envisaged that this experience will be shared with other indigenous and tribal peoples during the coming year.

24. ILO, including through its project to promote Convention No. 169, also provided technical and financial assistance towards legal training courses in Bolivia in response to a request from the Vice-President of Bolivia: a course on indigenous law (31 March to 2 April 1997) and an international seminar on the administration of justice and indigenous peoples (2-4 April 1997), both of which included a component on Convention No. 169 and the ILO supervisory mechanisms. The Government has ratified the Convention.

25. In Peru, at the request of the Government and with financial support from UNDP, consultations were conducted with a number of indigenous organizations in selected areas of the Amazon region, as well as with the various government agencies operating in the area, with a view to devising measures aimed at mitigating the problems which the former confront, as a consequence of oil prospection and exploitation, and the displacement to the lowlands of highland indigenous communities because of the war. A policy workshop is scheduled to take place in mid-July 1997 to discuss the outcome and recommendations of these consultations.

26. ILO has recently received a request for technical cooperation from the Inter-Ministerial Committee on Highland Peoples Development in Cambodia, which is currently engaged in formulating a national policy on highland peoples development. Assistance will be provided through capacity-building activities and will include training modules designed to enhance a participatory approach to development policies, workshops to enable trainers to impart their

knowledge to others, a workshop on research and data collection, and other such measures aimed at strengthening the capacity of the inter-ministerial committee, including with the participation of highland communities. ILO will be working in close cooperation with the Highland Peoples Programme of UNDP.

27. In the Philippines, a national workshop was held in May 1996, inter alia, to review, jointly with selected indigenous organizations and relevant government agencies, existing legislation and policies so as to identify areas for reform, and to devise mechanisms and strategies to enhance the participation of indigenous representatives in national decision-making.

28. Also in the Philippines, a series of focus group discussions were held with public agencies concerned with energy/power development and generation and the mining industry, as well as indigenous organizations and support NGOs, to review the impact of past and present environmental impact assessment (EIA) approaches and practices on the lives and the environment of indigenous communities. This is meant to contribute to the formulation of a draft policy outlining an EIA which is friendly to indigenous communities and which takes into account their characteristics, and specific needs and rights. Modules for the training of trainers have been developed and are being tested in a number of indigenous communities.

29. Through participatory action-oriented research methodologies, data have been collected on the most common practices of a number of indigenous peoples in the Philippines in a broad range of domains, including fishing, farming, traditional handicraft production, and land and natural resource management. The relevant findings have helped in the preparation of ancestral domain management plans.

30. In India, income generating schemes, engaging over 1,000 tribal people, have been launched. Community-based revolving funds and innovative approaches making extensive use of indigenous knowledge have been developed in the field of lift irrigation cooperatives, plant nurseries to generate forests, biogas plants and diary schemes. Tribal women have been the target of skills development efforts through informal literacy and technical training.

31. In October 1997, a national workshop will be held in Thailand to review current government policies and programmes with regard to the country's indigenous peoples and orient ILO operational activities in this domain.

32. As part of ILO efforts to enhance coordination with and among United Nations agencies and with the major bilateral donors on indigenous and tribal-related matters, an inter-agency meeting is scheduled to take place at the end of July 1997 in Geneva. The main goal of this event will be to review and share the agencies' efforts to upgrade the active involvement of indigenous communities and organizations in the design and implementation of development programmes and policies affecting them.

33. Finally, the ILO supervisory machinery continues to examine the situation in countries which have ratified Conventions Nos. 107 and 169. Detailed information on this process is available on request.

Child labour

34. At its eighty-third session (1996), the International Labour Conference adopted a resolution concerning the elimination of child labour which, inter alia, invited ILO to work more closely with other international organizations on programmes whose goals are to eliminate child labour, starting with its most intolerable forms. At the same session of the Conference, more than 35 ministers and representatives of employers' and workers' organizations expressed their views on the role that is, and should be, played by ILO in the elimination of child labour within the perspective of the follow-up to the World Summit for Social Development. A report was prepared on this occasion.

35. In the context of the procedure for the adoption of new international labour standards on child labour, the Office sent to Governments and employers' and workers' organizations a preliminary report outlining legislation and practice in the various countries, and also a questionnaire relating to the possible content of future instruments. Such an instrument would be a short and precise convention supplementing Convention No. 138, aiming at the immediate elimination of the most intolerable forms of child labour. To it would be added a recommendation specifying certain practical procedures for implementation. In ratifying it, States would undertake to put an immediate end to forms of child labour such as all forms of slavery and slavery-like practices; the sale of, and trafficking in, children; forced or compulsory labour, including debt bondage or servitude; the use of children for prostitution and the production of pornographic material or shows, for the production or trafficking of drugs, or for other illegal activities; and the use of children for any type of work which, by its nature or because of the conditions in which it is performed, is liable to jeopardize their health, safety or morals. It would also require that appropriate penalties, and prevention and redress measures should be established and strictly applied to prevent children from being engaged in or reverting to those activities. Lastly, it would encourage States to help each other through international assistance aimed at combating the intolerable. The Amsterdam Child Labour Conference (February 1997) called on Governments to undertake the broadest possible consultations in order to reply to that questionnaire. The Committee on the Rights of Child was consulted on the report and the questionnaire at its fourteenth session.

36. ILO estimates put the world-wide total of working children at 250 million, of which at least 120 million aged between 5 and 14 are working full time. As its chief operational instrument to help these children, the ILO International Programme on the Elimination of Child Labour (IPEC) is working at a level of unprecedented scale and intensity. It is currently implementing over 700 action programmes on child labour in over 40 countries in Asia, Africa and Latin America. Recognizing that action against child labour is primarily a national responsibility, IPEC concentrates on building and strengthening national capabilities and resources in the four main areas of action required, namely:

(a) The mobilization of a broad social alliance of all the partners concerned: Governments, employers' and workers' organizations, NGOs, academic institutions, the mass media and other professional associations;

(b) Legislative reform and the strengthening of law enforcement;

(c) Research, data collection and analysis, and awareness raising;

(d) Policy-making, focusing particularly on identified target groups demanding priority attention.

37. Although the aim of IPEC is to work towards the progressive elimination of child labour, the elimination of the most intolerable forms of child labour has been the focus of its strategies since 1992. Therefore, IPEC continues to support, develop and implement national, sub-regional and regional programmes, giving top priority to the immediate eradication of the most intolerable forms of child labour, in particular: bonded child labour; commercial sexual exploitation; trafficking in children; child labour in domestic service; and child labour in hazardous work.

38. Action against child labour is largely a national responsibility and prerogative but the problem is a global issue demanding a concerted international response. Thus, recognizing the importance of creating a world-wide movement against child labour and placing child labour issues on top of the global agenda, ILO is actively participating and contributing to the international debate on child labour, such as the international conferences in Amsterdam, Cartagena de Indias, and Oslo.

Collaboration with other international organizations

39. As in the past, the arrangements whereby ILO collaborates with other international organizations on questions concerning the supervision of international instruments and matters of interest to more than one organization, continued to function in relation to freedom of association, discrimination in employment and occupation, indigenous and tribal peoples, migrant workers, forced labour, child labour and other questions falling within the mandate of ILO. ILO regularly takes an active part in the Commission on Human Rights and in the Sub-Commission on Prevention of Discrimination and Protection of Minorities, including the Sub-Commission's working groups on indigenous populations, on minorities and on contemporary forms of slavery, as well as in other working groups such as that on the right to development. ILO also plays a prominent role in the various treaty bodies established to supervise United Nations human rights instruments, such as the Human Rights Committee, the Committee on Economic, Social and Cultural Rights, the Committee on the Elimination of Racial Discrimination, the Committee on the Elimination of Discrimination against Women and the Committee on the Rights of the Child. ILO is cooperating with the United Nations in follow-up to the World Conference on Human Rights (Vienna, 1993) and the Fourth World Conference on Women (Beijing, 1995). The 1995 World Summit on Social Development assigned to ILO a leading role in action concerning employment.

40. ILO has continued its efforts to maintain a constructive synergy between its work and the activities of the High Commissioner for Human Rights/Centre for Human Rights, a synergy that is to be pursued in accordance with a specific decision to this effect taken by the Governing Body. Workshops on the application of international human rights instruments and joint briefing sessions with other United Nations agencies for country or thematic

rapporteurs have been organized by the United Nations with the collaboration of the ILO International Training Centre in Turin, Italy. ILO has also been called upon to supply a large amount of information on specific themes and different countries to the High Commissioner for Human Rights so as to assist him in fulfilling his mandate, and in 1996 a workshop was organized with the staff of UNHCR to exchange information on standards and procedures related to the mandates of both organizations, and to explore ways of working more closely together on human rights questions. ILO is also continuing its work on the indigenous segment of the Guatemala Peace Plan, signed in Oslo in 1994, through the ILO office in San José.

41. ILO has increased its consultations with the World Bank and the International Monetary Fund over the past year, with a view to these organizations taking increased account of human rights questions affecting working people. This has taken place so far through technical discussions between the staff of the two organizations, with the objective of coming to a better working arrangement.

42. Following the General Assembly's proclamation of 1995-2004 as the International Decade of the World's Indigenous People, the International Labour Office has contributed to the Decade by organizing its own events and by collaborating with the Centre for Human Rights/High Commissioner for Human Rights.

43. In the framework of the General Assembly's proclamation of 1995-2004 as the United Nations Decade for Human Rights Education, ILO has cooperated with the Centre for Human Rights/High Commissioner for Human Rights in activities to promote human rights education methodologies, using, in particular, the extensive experience of ILO in workers' and employers' education and training.